# ENLISTED PERSONNEL MANAGEMENT DIRECTORATE

1ST PERSCOM

# ENLISTED PERSONNEL MANAGEMENT DIRECTORATE

***SOLDIERS FIRST!***

# EPMD MISSION

**Provide enlisted personnel support for USAREUR which includes enlisted distribution, analysis of personnel readiness, and a strength reporting system**

***SOLDIERS FIRST!***

1ST PERSCOM

# MAJOR FUNCTIONS

**ENLISTED ASSIGNMENTS DIVISION**

- ASSIGNMENTS
- ITT/COTs
- OP MOVES
- COMPASSIONATE REASSIGNMENTS
- BLUE BARK
- FSTEs/IPCOTs
- CURTAILMENTS

**PERSONNEL REQUIREMENTS DIVISION**

- PERSONNEL READINESS
- USR ANALYSIS
- FORCE DEVELOPMENT & MODERNIZATION
- STRENGTH ANALYSIS
- REPLACEMENT OPERATIONS

**CSM & SGM BRANCH**

- CSM & SGM ASSIGNMENTS
- CSM & SGM ACTIONS
- ENLISTED AIDE ASSIGNMENTS

***SOLDIERS FIRST!***

# 1ST PERSCOM

ASSIGNMENT CONSIDERATIONS

READINESS

FORCE STRUCTURE CHANGES

FSTEs

ITT/COTs

IPCOTs

MACP

EFMP

F/L/N COST MOVES

CURTAILMENT

REDEPLOYMENT

TRANSFORMATION

***SOLDIERS FIRST!***

# ASSIGNMENT CONSIDERATIONS

Time in Country
Time in Grade
Unit of Assignment
Past Assignments
LPCS comparison with peers

# PROFESSIONAL DEVELOPMENT

Retention beyond 6 years in USAREUR will depend on next assignment being a career progression assignment

- O/C (NTC/JRTC/CMTC, Drill Sgt, Recruiter ROTC, EO, IG, Instructor Duty, AC/RC

1ST PERSCOM

# USAREUR

# ENLISTED DISTRIBUTION POLICY

**AE Reg. 614-3**

| 73% of U'R Auth | 2% of U'R Auth | 25% of U'R Auth |
|---|---|---|
| **Priority 1**<br>**100% MOS/Grade band**<br>**(DA Mandated)** | **Priority ~~2~~ 1a**<br>**100% Aggregate**<br>**(USAREUR Mandated)** | **Priority ~~3~~ 2**<br>**+/- 2% of USAREUR(-)**<br>**Distributable Average** |
| 1st AD | HQ, USAREUR | All Others |
| 1st ID | 1-4th IN Bn (OPFOR) | |
| Observer/Controllers | Instructors, NCOA | |
| 1-10th SF Group | | |
| Deployers | | |
| 173rd IN Bde (Abn) | | |

**NOTE: HRC has direct management of 1AD and 1ID**

1ST PERSCOM

# FOREIGN SERVICE TOUR EXTENSION

**FSTE: Extension from one month and current tour minus a month**

**<u>Approved when</u>: Soldier is not on Assignment Instructions**

**Current DEROS is greater than 12 months away**

**Soldier's rank is between a PVT through MSG**

**<u>Disapproved when</u>: Soldier is on Assignment Instructions (AI)**

**Soldier is excess or not being properly utilized**

**Chain of Command has already disapproved**

**No established career development pattern**

***SOLDIERS FIRST!***

1ST PERSCOM

# OVERSEAS EXTENSION INCENTIVE PROGRAM

## OEIP

The Overseas Extension Incentive Program is designed to entice soldiers in shortage MOS's and Skill Levels to extend their tour at least 12 months. In turn, the Army will reward those soldiers with one of the following incentives:

# OVERSEAS EXTENSION INCENTIVE PROGRAM

## OEIP

**Option1: $80.00 a month for the length of the extension**

**Option 2: 30 days of no chargeable leave**

**Option 3: 15 days of no chargeable leave and a round trip ticket to the nearest port call to his/her home of record**

**Option 4: $2000 cash bonus**

***SOLDIERS FIRST!***

1ST PERSCOM

# OVERSEAS EXTENSION INCENTIVE PROGRAM

## MOS LISTING

| | | | | |
|---|---|---|---|---|
| 13B1 | 13D1 | *14R2 | *15H1/2 18BCDE3/4 | |
| 18F4 | *31B2 | 25C2 | 25F2 | 25L2 |
| 25Q2/3 | 25S4 | 25U2/5 | 25W5 | 42A1 |
| *42L ASI E4 | *42L1/2 ASI F5 | *42L4 ASI F4 | 56M1 | *63A1/2 |
| *63X1 | *63J1 | *63M1/2 | 63B1 | 63H1 |
| *63Y2 | 25B2 | *25B3 | *74D2 | *92A1 |
| *92G1 | *92Y2/3 | 96B2/3 | 96R1/2 | *98G1/2/3 RU |
| 98G1/2/3SC | *98H2 | *98J2 | 98K1 ASI M7 | *98K2 ASI M7 |

*Eligible for all 4 options
E9's are excluded

***SOLDIERS FIRST!***

1ST PERSCOM

# ITT/IPCOT AND COT

**ITT/COT: Intratheater PCS move from one duty station or Overseas Location to another within USAREUR**

**IPCOT: A Consecutive Overseas Tour at the same duty station or community**

## BENEFITS

**Keeps Quality Soldiers Within USAREUR**

**Provides Free Home Travel for Soldier (and Family)**

**Soldier has key input for assignment preference**

***SOLDIERS FIRST!***

# MACP AND JD

**The Married Army Couples Program (MACP)** registers pertinent data about his/her spouse in their military record. This assists Personnel Managers in making assignment decisions.

**The Joint Domicile (JD)** Program allows a Married Army Couple to be stationed together or up to **50 miles or 1 hour apart**. A JD assignment is not always guaranteed. We currently have a 99% success rate here in USAREUR.

***SOLDIERS FIRST!***

1ST PERSCOM

# EXCEPTIONAL FAMILY MEMBER PROGRAM

Notifies Personnel Managers of special Medical or Educational needs that a soldier's family member(s) require.

The Army Medical Command and DODDS evaluate each case to determine where the needs can be met. An assignment to one of the locations is not guaranteed but is usually met. The primary locations in Germany are:

**Landstuhl/Kaiserslautern**

**Heidelberg/Mannheim**

**Wuerzburg/Kitzingen/Schweinfurt**

***SOLDIERS FIRST!***

1ST PERSCOM

# REASSIGNMENT CATEGORIES

## Full Cost Moves

## Low Cost Moves

$500 OR LESS

## No Cost Moves

***SOLDIERS FIRST!***

1ST PERSCOM

# FULL COST MOVES

A change in a soldier's duty location that will cost the Army in excess of $500.00 to move as determined by the JTR. Additional information about this type of move is listed below:

**Requires 1 year retainability from report date**

**Soldier or Command Requested or 1st PERSCOM Directed**

**Does not necessarily affect soldier's DEROS**

**Requires 1st PERSCOM approval**

**UMC can disapprove if Command initiated**

**Can not move twice in same Fiscal Year**

***SOLDIERS FIRST!***

1ST PERSCOM

# LOW COST MOVES

A change in a soldier's duty location that will cost the Army less than $500.00 to move. Additional information about this type of move is listed below:

**Soldier or Command Requested or 1st PERSCOM Directed**

**Does not necessarily affect soldier's DEROS**

**Requires 1st PERSCOM approval**

**UMC can disapprove if Command initiated**

**Can not move twice in same Fiscal Year**

***SOLDIERS FIRST!***

1ST PERSCOM

# NO COST MOVES

A change in a soldier's assignment within the same or a linked community at no cost to the Army. Additional information about this type of move is listed below:

**No retainability requirement**

**Soldier or Command Requested or 1st PERSCOM Directed**

**Does not affect soldier's DEROS**

**Requires 1st PERSCOM approval if changing UMC's**

**Approved by UMC if moving within the same UMC**

***SOLDIERS FIRST!***

1ST PERSCOM

# CURTAILMENTS

**Allows a soldier (and family) to PCS to CONUS prior to his/her DEROS.**

**Must be fully justified and there must be no other course of action (only approved when a last resort).**

**Can only be approved by 1st PERSCOM or DA PERSCOM.**

**Must be endorsed by the first Colonel in Chain of Command.**

**Commanders have disapproval authority.**

***SOLDIERS FIRST!***

1ST PERSCOM

# REASONS FOR CURTAILMENTS

**Death of a family member that resided with soldier (Blue Bark)**

**Permanent MEDEVAC of a family member**

**Emergency Leave with less than 60 days to DEROS**

**EFMP needs can no longer be met**

**HIV positive soldiers**

**Threat to Life confirmed by CID**

**Embarrassment to Government by soldier**

**Soldier jeopardizes the Command Mission**

1ST PERSCOM

# REDEPLOYMENT

Requires a soldier to have at least 13 months Time In Service beyond his or her DEROS

Senior NCO's (SFC-CSM) put on Assignment 60-120 Days from DEROS

All other soldiers put on assignment instructions by DA PERSCOM 60 days prior to DEROS

Contact servicing PSB when soldier is two months from DEROS and has not received Assignment Instructions

1ST PERSCOM

# REDEPLOYMENT CONT'

Determine if soldier is qualified for assignment within first 30 days of receipt of assignment instructions

Any action taken after 60 days that impacts on a soldiers arrival to the gaining unit will result in a "No Show"

Company Cdr/1SG must have their PAC check on any soldier being chaptered to see if they are on assignment instructions. If so, the assignment must be deleted prior to chapter being processed.

***SOLDIERS FIRST!***

# Personnel Transformation

- **Manning Policy**
  - ✓ Examining unit fill vs. individual fill
  - ✓ **Evaluation Criteria: Readiness; Stability; Cohesion; Teamwork; Cost**
  - ✓ **Restructuring the force. Taking the three brigade divisions and making them five brigade divisions (Units of Action) without increasing the manpower authorized.**
  - ✓ **CSA said, was that this Army will be at War for the next ten years. Units can expect to come back from a rotation in the GWOT, spend one year getting re-set, training, and then going back in for another year.**
- **A**
  - Structure changes both organizational (PG's & PSB's) and individual (42L)

**Ap**

- ✓ **Improve hardware and software … but requires mindset change also**

# 1ST PERSCOM

- ✓ **The Army is going to move away from the individual replacement process. It is quickly moving toward unit replacements in order to stabilize units and families. To give the soldiers more predictability in their lives and be better for spouses that have jobs.**

- ✓ **Families will now be able to buy a home and live in it long enough to build some equity. Looking at Stabilizing soldiers E-1 through E-6, and LT's/CPTs for 6 to 7 years at TOE units on installations in CONUS.**

# Enlisted Force Lifecycle Demographics

**Given a starting population of 100 new recruits (3 yr enlistment)**

- ✓ 83 will be promoted to SPC
- ✓ 49 will be promoted to SGT
- ✓ 27 will be promoted to SSG
- ✓ 13 will be promoted to SFC
- ✓ 3.4 will be promoted to MSG
- ✓ 0.7 will be promoted to SGM/CSM

## Longevity

**~33 will not complete initial enlistment**

**~4.8 will stay for 20 years**

**~0.03 will stay for 30 years**

## Career Progression

**~0.25 will be BN/BDE CSMs**

**~0.004 will be DIV/Corps CSMs**

# Implementation Plan

| | | | Select Objective Requirements | | |
|---|---|---|---|---|---|
| Board | Projected Board Dates | Projected Release Date | Begin Promoting From | Promote Through | Number of months to promote |
| CY04 SGM | Jun-04 | Mid Sep 04 | Nov-04 | Oct-05 | 10 |
| FY05 MSG | Sep-04 | Mid Nov 04 | Jan-05 | Jan-06 | 12 |
| FY05 SFC | Nov-04 | Mid Jan 05 | May-05 | May-06 | 12 |
| FY05 SGM | Jun-05 | Mid Sep 05 | Nov-05 | Oct-06 | 12 |

# PROMOTION BOARD COMMON DISCREPENCIES

- ✓ Missing/outdated photo
- ✓ Missing or illegible ERB/2-1
- ✓ Missing NCOER
- ✓ Height and Weight
- ✓ Blank or incorrect PMOS/SMOS/DOR/ BASD
- ✓ P3 profile w/no MMRB
- ✓ Inconsistent profiles
- ✓ Blank/incorrect MIL/CIV Ed entries
- ✓ Unauthorized badges, tabs, awards and decorations

# PROMOTION BOARD COMMON DISCREPENCIES

- Review OMPF annually
- Take photograph every 5 years (**minimum**) or when photo does not properly represent you - **current grade** always preferred!
- Submit letter to the Board President if you have ***significant information*** not already posted in your file or through EREC website
- ELECTRONIC REVIEW OF PROMOTION BOARD ERB annually and prior to every board:

# FAMOUS QUOTES

**“I put top priority on commuicatiens, first, because doing a war the whole Army is dependent on good commuications.”**

**“I am writing this letter on begalf…I am presently assigned to a National Gaurd unit…..”**

# FAMOUS QUOTES

**“I have got almost two years of college… always a prufessenel.”**

**“It has come to me that certain documents may not be in my official militar file. I feel they are detrimental to my military career, and should be part of my official file.**

# 1ST PERSCOM

A. ALL NCOS ELIGIBLE FOR THIS BOARD MUST LOG ON TO THE EREC WEBSITE AT HTTPS://WWW.HRC.ARMY.MIL. THE PROMOTION FILE ERB IS AN ON-LINE VERSION OF THE HARDCOPY ERB PROVIDING ONLY DATA REVIEWED BY THE BOARD. THE INFORMATION ON THE ERB IS PULLED FROM THE EMILPO DATA BASE.

B. IF ANY OF THE ERB INFORMATION DISPLAYED IS INCORRECT OR MISSING, THE NCO SHOULD VISIT THEIR SERVICING S-1/PSB/PSC/MPD TO HAVE THE CORRECT DATA SUBMITTED TO UPDATE EMILPO. UPDATED INFORMATION SHOULD BE VIEWABLE ON THE ON-LINE PROMOTION FILE ERB WITHIN 48-HOURS OF SUBMISSION BY THE PERSONNEL OFFICE INTO EMILPO. THE ONLY METHOD OF UPDATING THE ERB IS BY VISITING THE S1/PSB/PSC/MPD. ONCE THE INFORMATION IS CORRECT, NCO'S MUST AGAIN CLICK ON "ERB VALIDATION" TO AUTHENTICATE THEIR ERB. IF CORRECTIONS CANNOT BE MADE FOR SOME REASON, THERE IS A FEATURE TO "VALIDATE WITH ERRORS" AND EXPLAIN THE DISCREPANCY. NCOS SHOULD USE THIS OPTION ONLY AFTER ALL REASONABLE ATTEMPTS HAVE BEEN MADE TO UPDATE THEIR ERB.

C. IF CHANGES ARE REQUIRED AFTER VALIDATION, CONTACT THE BOARD ELIGIBILITY SECTION VIA EMAIL AT BDSPT@EREC.ARMY.MIL

D. DO NOT SEND HARDCOPY ERB TO EREC.

# 1ST PERSCOM

## ARMY WIDE COMPARISON SFC BOARD

## DRILL SERGEANT SELECTION

| | ARMY WIDE | | | CURRENT/FORMER DR SGT | | | |
|---|---|---|---|---|---|---|---|
| CMF | CON | SEL | % | CON | SEL | % | Δ |
| CA TOT | 10397 | 3209 | 31% | 799 | 370 | 46% | 15% |
| CS TOT | 8718 | 2547 | 29% | 392 | 223 | 57% | 28% |
| CSS TOT | 15245 | 4457 | 29% | 571 | 317 | 56% | 26% |
| TOTAL | 34360 | 10213 | 30% | 1762 | 910 | 52% | 22% |
| | | | | | | | |
| PZ | 20998 | 6944 | 33% | 1348 | 707 | 52% | 19% |
| SZ | 13362 | 3269 | 24% | 414 | 203 | 49% | 25% |
| TOT | 34360 | 10213 | 30% | 1762 | 910 | 52% | 22% |

**SOURCE:**

- SFC Summary of Board promotion analysis.
- DS query ran by EREC.

1ST PERSCOM

# KEY POINTS

**Readiness will always be the top priority**

**Quality personnel support throughout USAREUR**

**Army & USAREUR priorities determine distribution**

**EPMD will do it's best to accommodate a soldier's needs**

**USAREUR faces continued turbulence through personnel transformation**

**HELP US HELP YOU through accurate personnel strength accountability**

***SOLDIERS FIRST!***

1ST PERSCOM

# DISCUSSION?

***SOLDIERS FIRST!***

# ENLISTED PERSONNEL MANAGEMENT DIRECTORATE